



W-2 HIRING REPORT

FISCAL YEAR 2014

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Mission Statement...

The Office of State Employment Relations (OSER) mission is to provide innovative human resources leadership and strategic direction to Wisconsin state government in order to maximize the quality and diversity of the state's workforce.

Vision Statement...

OSER's vision is to continuously improve the effectiveness and efficiency of the state's human resource system through communication, partnerships, and strategic application of best practices to Wisconsin state government.

W-2 HIRING REPORT

Fiscal Year 2014

July 1, 2013 to June 30, 2014



STATUTORY MANDATE

Section 230.147 Wis. Stats., requires state agencies with 100 or more full-time equivalent (FTE) positions to annually prepare and implement a plan to hire customers of the Wisconsin Works (W-2) program. The Office of State Employment Relations, Division of Affirmative Action (OSER/DAA) reviews agency's W-2 plan and results during monitoring visits. Agencies with fewer than 100 FTE positions are encouraged to participate in the W-2 employment program. The State Fair Park Board is required to participate by state law and is, therefore, always included in the report.

The goals of the W-2 employment program are to ensure that W-2 customers are: (1) employed in state service in the same ratio as the ratio of persons receiving W-2 to the state civilian labor force; and (2) enabled to become economically self-sufficient.

WISCONSIN WORKS (W-2) EMPLOYMENT STANDARDS

State agencies with more than 100 full-time equivalent positions have a requirement to develop and implement a plan to hire W-2 participants [Wis. Stats 230.147]. The W-2 goal for the state is based on the ratio of the average case load receiving aid in the previous fiscal year to the average number of persons in the state civilian labor force in the preceding fiscal year. In fiscal year 2014, according to the Department of Children and Families (DCF), the average monthly caseload for the state was 15,930; whereas the civilian labor force provided by the Department of Workforce Development (DWD) was 3,075,208. To ensure meeting the statutory requirement for the W-2 program, OSER has set a standard for state agencies meeting the statutory requirement to hire two percent of its permanent classified positions for fiscal year 2014.

GOAL ACHIEVEMENT - FISCAL YEAR 2014

Collectively the State of Wisconsin government has achieved the W-2 hiring goal of two percent for fiscal year 2014. Of the 3,905 new original hires for permanent classified positions in all state agencies, 368 (9.42 percent) new hires were W-2 participants. Each state agency has a part in contributing to the overall achievement of the W-2 program.

In the following pages, we have summarized the W-2 hiring data by state agency and by classification title. The data in this report is extracted from the state employment application system, Wisc.Jobs.



RESOURCES AVAILABLE TO ASSIST AGENCIES ACHIEVE W-2 GOALS

OSER encourages agencies to use the W-2 Certification in their hiring process. Together with the DCF, OSER provides resources and support to agencies to recruit, test, certify, and retain W-2 customers. Under ER-MRS 27, Wis. Admin. Code (Exceptional Methods and Kinds of Employment), agencies may use W-2 as a special qualification for hiring a vacant position under general certification rule to increase the diversity of their applicants during the certification process. In addition, agencies have the option to select using only the W-2 Certification during the hiring process. The W-2 Certification contains only individuals currently eligible for W-2 services.

For **W-2 certification method** and the hiring process, state agencies should contact OSER Division of Merit Recruitment and Selection.

For **W-2 planning, strategy and report**, state agencies should contact OSER/DAA by sending an email to OSERDAA@wi.gov, or calling (608) 266-5709 TTY: Call Relay 711.

For the management of the **W-2 program** in the State of Wisconsin, state agencies should contact the DCF by sending an email to mailto:bwf_co@wisconsin.gov.

Permanent W-2 Hires Report
Number of Agency New Original Hires for FY 2014

Department	# of W-2 New Original Hires
Administration, Department of	5
Agriculture, Trade & Consumer Protection, Department of	6
Children and Families, Department of	12
Corrections, Department of	26
Health Services, Department of	124
Military Affairs, Department of	2
Natural Resources, Department of	1
Public Service Commission-Commissioner of Railroads Office	1
Public Defender, Office of State	2
Public Instruction, Department of	4
Revenue, Department of	8
Safety and Professional Services, Department of	2
Transportation, Department of	34
UW - Division of Info Technology	2
UW - General Services	2
UW - Graduate School	2
UW - School of Education	1
UW Eau Claire	4
UW Extension	1
UW Health Services	3
UW La Crosse	7
UW Madison School of Medicine and Public Health	1
UW Milwaukee	9
UW Oshkosh	1
UW Platteville	1
UW Stevens Point	1
UW Stout	1
UW Whitewater	4
UW-Facilities Planning and Management	19
UW-University Housing	2
UW-Wisconsin Union	1
Veterans Affairs, Department of	51
Workforce Development, Department of	28
Total New Hires	368

Note: Agencies not listed had no W2 hires.

Permanent W-2 Hires Report
Number of Hires by Classification for FY 2014

Class Title	Total
00101 - FINANCIAL SPECIALIST 1	1
00102 - FINANCIAL SPECIALIST 2	3
00103 - FINANCIAL SPECIALIST 3	1
00160 - ACCOUNTANT	3
01100 - REVENUE TAX SPECIALIST	3
01302 - PROPERTY ASSESSMENT SPEC-JOURNEY, 01301 - PROPERTY ASSESSMENT SPEC	1
03461 - REAL ESTATE SPECIALIST	1
05501 - FACILITIES MANAGEMENT SPECIALIST 1	1
07372 - QUALITY ASSURANCE PROG SPEC-SENIOR	1
07980 - DOT SUPERVISOR	1
08500 - UNIVERSITY SERVICES PROGRAM ASSOCIATE	1
09110 - BUDGET & POLICY ANALYST AGENCY-ADV	1
10401 - PURCHASING AGENT	1
13372 - IS SYSTEMS DEVELOPMENT SRVCS SR	1
13462 - IS TECHNICAL SERVICES SENIOR	2
13661 - IS BUSINESS AUTOMATION ANALYST	1
13902 - IS (IS) RESOURCES SUPP TECH-INTER	1
16000 - OFFICE ASSOCIATE	5
16160 - OFFICE OPERATIONS ASSOCIATE	11
16470 - OPERATIONS PROGRAM ASSOCIATE	4
16520 - PROGRAM SUPPORT SUPERVISOR-DOC	1
16600 - UNIVERSITY SERVICES ASSOCIATE 1	1
16660 - UNIVERSITY SERVICES ASSOCIATE 2	2
18401 - LEGAL SECRETARY	3
19033 - EMPLOYMENT SECURITY ASSISTANT 3	12
19302 - TRANSPORTATION CUST REP-SENIOR	5
19410 - HUMAN RESOURCES ASSISTANT	1
20171 - SHIPPING AND MAILING ASSOCIATE	1
20501 - INVENTORY CONTROL COORDINATOR	1
21311 - PAYROLL AND BENEFITS SPECIALIST	1
23002 - MEDICAL PROGRAM ASSISTANT ASSOCIATE	2
23690 - LICENSE/PERMIT ASSOCIATE	1
23700 - VOLUNTEER COORDINATOR	1
23902 - RECORDS PROGRAM ASSOCIATE-ADVANCED	1
24060 - ACADEMIC DEPARTMENT ASSOCIATE	1

Permanent W-2 Hires Report
Number of Hires by Classification for FY 2014

Class Title	Total
26761 - CIVIL ENGINEER-TRANSPR	2
26762 - CIVIL ENGINEER-TRANSPR-SENIOR	1
27961 - WATER REG & ZONING ENGINEER	1
35662 - MEDICAL ASSISTANT 2	2
37301 - DIETETIC TECHNICIAN-CLINICAL	1
38101 - NURSING ASSISTANT 1	10
38101 - NURSING ASSISTANT 1, 38102 - NURSING ASSISTANT 2	17
38102 - NURSING ASSISTANT 2	3
38302 - NURSE CLINICIAN 2	18
38500 - LICENSED PRACTICAL NURSE	10
38561 - RESIDENT CARE TECH 1	65
39401 - RECREATION LEADER	1
39802 - OCCUPATIONAL THERAPY ASSISTANT - OBJ	1
41162 - MEDICAL TECHNOLOGIST-SENIOR	1
41561 - CHEMIST	1
46002 - RESEARCH TECHNICIAN 2	1
46071 - ANIMAL RESEARCH TECHNICIAN	2
47901 - WORKERS COMP SPECIALIST 1	1
48261 - EMPLOYMENT & TRAINING SPECIALIST A	2
48401 - UNEMPLOYMENT BENEFIT SPEC 1	4
48461 - UNEMPLOYMENT INS COLL SPEC-ENTRY	1
49000 - VOCATIONAL REHABILITATION PROGRAM ASSOCIATE	2
49161 - VOCATIONAL REHAB COUNSELOR-IN TRNG	4
50863 - SOCIAL WORKER-SENIOR	1
51401 - SOCIAL WORKER-CORRECTIONS	1
51802 - SOCIAL WORKER-CORRECTIONS (B)	1
52961 - INITIAL ASSESSMENT SPECIALIST	6
53501 - CHILD CARE COUNSELOR 1	1
53760 - YOUTH COUNSELOR	3
54201 - INCOME MAINTENANCE SPECIALIST 1	22
54301 - CHILD CARE SUBSIDY SPECIALIST-ENTRY	2
54303 - CHILD CARE SUBSIDY SPECIALIST-SENIOR	1
58200 - TEACHER	1
59900 - EDUCATION SPECIALIST	1
61570 - PRINTING TECHNICIAN	1

Permanent W-2 Hires Report
Number of Hires by Classification for FY 2014

Class Title	Total
65512 - SECURITY OFFICER 2	1
65960 - STATE PATROL INSPECTOR	1
66100 - CORRECTIONS COMMUNICATION OPERATOR	2
66160 - PSYCHIATRIC CARE TECHNICIAN	5
66901 - FIRE/CRASH RESCUE SPECIALIST 1	1
67571 - REVENUE AGENT	4
70401 - MEAT SAFETY INSPECTOR-ENTRY	1
70801 - PRODUCE INSPECTOR-OBJ	1
71400 - GRAIN SAMPLING TECHNICIAN	1
74702 - CONSUMER PROTECTION INVESTIGATOR - SENIOR	1
75361 - DMV FIELD AGENT	1
75401 - DMV CUSTOMER SERVICE REPRESENTATIVE	19
76102 - FACILITIES MAINTENANCE SPECIALIST-ADVANCED	1
76125 - FACILITIES REPAIR WORKER	1
77102 - POWER PLANT OPERATOR-SENIOR	1
80402 - MOTOR VEHICLE OPERATOR-HEAVY	1
81500 - POLICE COMMUNICATIONS OPERATOR	1
84202 - CORRECTIONS FOOD SERVICE LEADER 2	2
84401 - COOK 1	2
84800 - FOOD PRODUCTION ASSISTANT	1
84801 - FOOD SERVICE ASSISTANT 1	3
84802 - FOOD SERVICE ASSISTANT 2	3
84804 - FOOD SERVICE ASSISTANT 4	1
84902 - FOOD RETAIL/CATERING LEADER 2	1
86501 - LAUNDRY WORKER	2
89161 - CUSTODIAN	37
91050 - GROUNDSKEEPER	1
91302 - LOCKSMITH-JOURNEY	1
99904 - OFFICE SUPPORT EXAM	1
Total New Hires	368